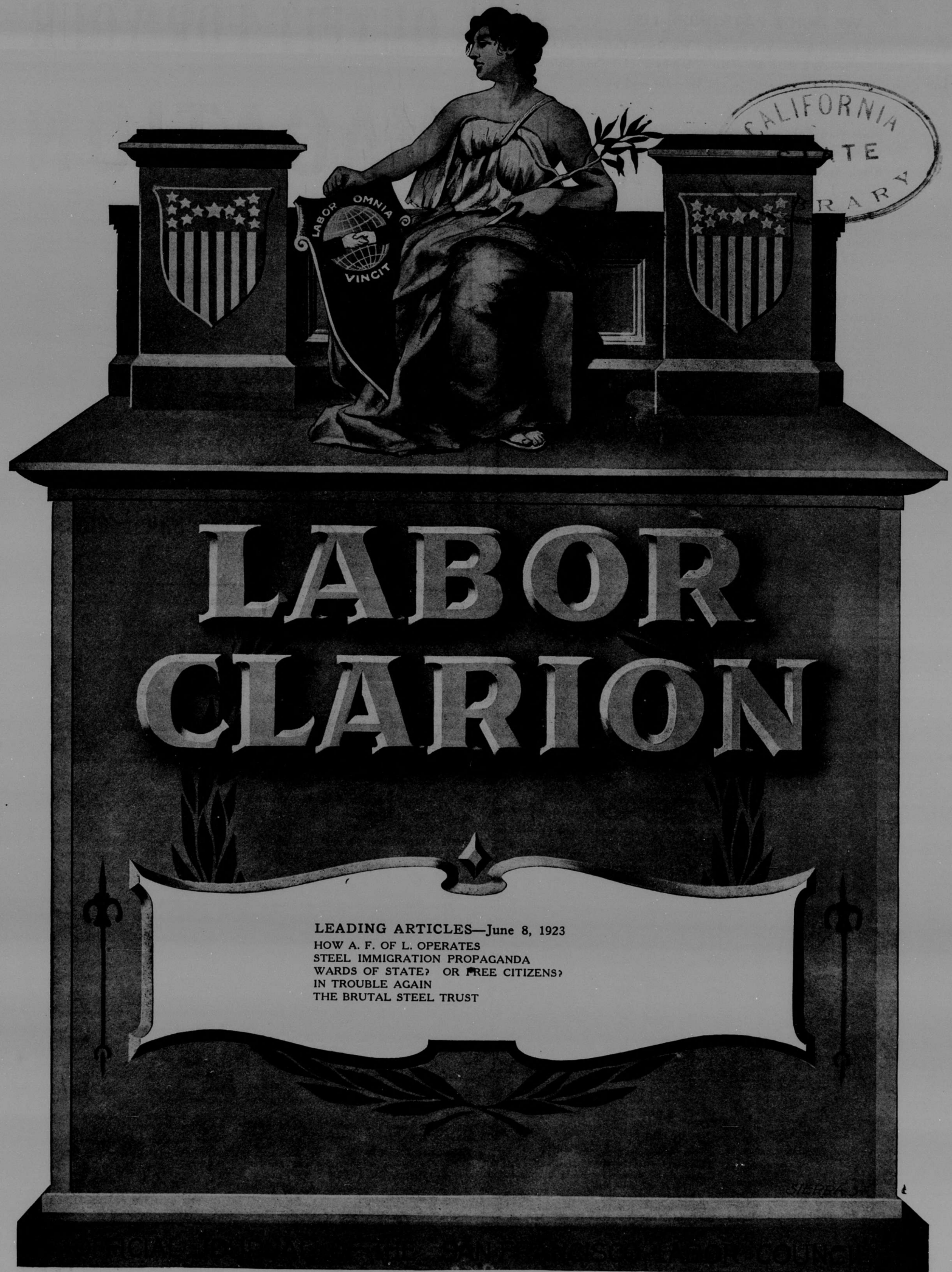


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WE DON'T PATRONIZE LIST

The concerns named below are on the "We Don't Patronize List" of the San Francisco Labor Council. Members of Labor unions and sympathizers are requested to cut this out and post it.

American Tobacco Company.
Compton's Restaurant, 8 Kearny.
Black and White Cab Company
Block, J., Butcher, 1351 Taraval.
Gorman & Bennett, Grove.
E. Goss & Co., Cigar Mfrs., 113 Front.
Great Western Grocery Co., 2255 Clement,
844 Clement, 500 Balboa, 1852 McAllister,
901 Haight, 5451 Geary, 700 Ninth Ave.,
945 Cole.

Gunst, M. A., cigar stores.
Levi Strauss & Co., garment makers.
Martinez-Benicia Ferry Co.
National Biscuit Co., Chicago, products.
Players' Club.
Regent Theatre.
Schmidt Lithograph Co.
The Emporium.
Market Street R. R.
United Cigar Stores.
White Lunch Establishments.
Yellow Cab Company
All Barber Shops open on Sunday are unfair.

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San Francisco

Labor Council Directory

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp Streets. Secretary's office and headquarters, Room 205, Labor Temple. Executive and Arbitration Committee meets every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters telephone—Market 56.

Alaska Fishermen—Meet Fridays, 49 Clay.
Amalgamated Sheet Metal Workers No. 104—224 Guerrero.
Asphalt Workers—Meet 2nd and 4th Mondays, Labor Temple.
Auto Mechanics No. 1035—Meets Thursday evenings, 236 Van Ness Avenue.
Automobile and Carriage Painters No. 1073—Meet Thursday evenings, Building Trades Temple.
Baggage Messengers—Chas. Fohl, Secretary, 636 Ashbury.
Bakers (Cracker) No. 125—Meet 3rd Monday, Labor Temple.
Bakers' Auxiliary (Cracker)—Meets 1st and 3rd Tuesdays, 1524 Powell.
Bakers No. 24—Meets 1st and 3rd Saturdays, Labor Temple.
Bakery Wagon Drivers—112 Valencia.
Barbers—Meet 1st and 3rd Mondays, 112 Valencia.
Bartenders No. 41—Meet 1st Mondays at 2:30, 3rd Mondays in evening at 8:00, 1075 Mission.
Beer Drivers—177 Capp.
Bill Posters—Meet 2nd and 4th Mondays, 109 Jones.
Blacksmiths and Helpers No. 168—Meet 1st and 3rd Tuesdays, Labor Temple.
Boilermakers No. 6—Headquarters, 2923 16th.
Bookbinders—Meet 3rd Friday, Labor Temple.
Boot and Shoe Workers No. 216—Meet 2nd and 4th Wednesdays, Twenty-fourth and Howard.
Bottlers No. 293—Meet 3rd Tuesdays, 177 Capp.
Box Makers and Sawyers—Meet 1st and 3rd Tuesdays, 177 Capp.
Brewery Workmen No. 7—Meet 2nd and 4th Thursdays, 177 Capp.
Bricklayers No. 7—Meet Tuesdays, Building Trades Temple.
Broom Makers—John A. Martin, Secretary, 3546 Nineteenth. Meet 1st Saturday, Labor Temple.
Butchers No. 115—Meet Wednesday, Labor Temple.
Butchers No. 508 (Slaughterhousemen)—Meet 1st and 3rd Tuesdays, Laurel Hall, Seventh and R. R. Ave.
Carpenters No. 22—Meet Fridays, Building Trades Temple.
Carpenters No. 394—Meet Mondays, 112 Valencia.
Carpenters No. 483—Meet Mondays, 112 Valencia.
Carpenters No. 1082—Meet Tuesdays, 112 Valencia.
Casket Trimmers No. 94.

Cemetery Employees—Meet 1st and 3rd Saturdays, Labor Temple.
Chauffeurs No. 265, I. B. of T.—Meet 2nd and 4th Thursdays, 8 p. m., California Hall, Turk and Polk.
Cigarmakers—Meet 1st and 3rd Thursdays, Labor Temple.
Cloth Hat and Cap Makers No. 9.
Cooks' Helpers—Meet 2nd and 4th Wednesdays, 451 Kearny.
Cooks No. 44—Meet 1st and 4th Thursday nights at 8:30, and 3rd Thursday afternoon at 2:30, 580 Eddy.
Coopers No. 65—Meet 2nd and 4th Tuesdays, Labor Temple.
Draftsmen—Meet 1st Thursday, Labor Temple.
Dredgemen—268 Market.
Egg Inspectors—Meet 2nd and 4th Wednesdays, Labor Temple.
Electrical Workers No. 6—Meet Wednesdays, Building Trades Temple.
Electrical Workers No. 151—Thursdays, 112 Valencia.
Elevator Operators and Starters—Meet 2nd and 4th Wednesdays, Labor Temple.
Federal Employees' Union No. 1—Meet 1st Tuesday. Native Sons Hall; headquarters, 746 Pacific Building.
Federation of Teachers—Labor Temple.
Felt and Composition Roofers No. 25—Meet 1st and 3rd Mondays, Building Trades Temple.
Ferryboatmen's Union—Meets Wednesdays at 166 Steuart.
Furniture Handlers No. 1—Meet 2nd and 4th Fridays, Building Trades Temple.
Fur Workers—273 Golden Gate Avenue.
Garment Cutters—Meet 2nd and 4th Thursdays, Labor Temple.
Garment Workers No. 131—Meet 1st and 3rd Thursdays, Labor Temple.
Gas and Electric Fixture Hangers No. 404—Meet 2nd and 4th Mondays, Building Trades Temple.
Glass Bottle Blowers—Meet 2nd and 4th Saturdays, Labor Temple.
Glass Packers, Branch No. 45—Meet 1st and 3rd Saturdays, Labor Temple.
Granite Cutters—Meet 2nd and 4th Tuesdays, Building Trades Temple.
Grocery Clerks—Meet 1st Thursday, Labor Temple office hours 9 to 11 a. m.
Hatters' Union—J. Grace, Sec., 1114 Mission.
Horseshoers—Meet 3rd Wednesdays, Labor Temple.
Hospital Stewards and Nurses—E. N. Cummings, Secretary, 157 20th Ave.
Ice Wagon Drivers—Meet 2nd and 4th Mondays, Labor Temple.
Iron, Steel and Tin Workers No. 5—Meet 1st and 2nd Saturdays, Metropolitan Hall, South San Francisco.
Janitors—Meet 1st and 3rd Thursdays, 8 p. m., Labor Temple.
Jewelry Workers No. 36—44 Page.
Ladies' Garment Workers No. 8—511 Phelan Bldg.
Lithographers No. 17—Room 156, 268 Market.

Laundry Wagon Drivers—Meet 2nd and 4th Wednesdays, Labor Temple.
Laundry Workers—Meet 1st and 3rd Mondays, Labor Temple. Headquarters, Labor Temple.
Letter Carriers—Meet 1st Saturday, Los Angeles Hall, Native Sons Building.
Machinists No. 68—Meet Wednesdays, Labor Temple.
Mallers—Meet 3rd Sunday, Labor Temple.
Marine Gasoline Engineers No. 471—Meet Thursdays, 10 Embarcadero.
Metal Polishers—Meet 1st and 3rd Mondays, Labor Temple.
Milk Wagon Drivers—Meet Wednesdays, Labor Temple.
Molders No. 164—Meet Tuesdays, Labor Temple.
Molders' Auxiliary—Meets 2nd and 4th Fridays, Labor Temple.
Moving Picture Operators, Local No. 162—Meet 2nd and 4th Thursdays, 10 a. m., 109 Jones.
Musicians—Headquarters, 68 Haight.
Newsboys' Union No. 17,568—1254 Market.
Office Employees—Meet 2nd and 4th Wednesdays, Labor Temple.
Painters No. 19—Meet Mondays, Building Trades Temple.
Pastemakers No. 10,567—Meet Last Saturday at 442 Broadway.
Pattern Makers—Meet 2nd and 4th Friday nights, Labor Temple.
Photo Engravers No. 8—Meet 1st Monday, Labor Temple.
Picture Frame Workers—Meet 1st and 3rd Fridays, Labor Temple.
Pile Drivers, Bridge and Structural Iron Workers—Meet Thursdays headquarters, 457 Bryant.
Plasterers No. 66—Meet Mondays, Building Trades Temple.
Plumbers—Meet Fridays, Building Trades Temple.
Post office Clerks—Meet 4th Thursdays, Knights of Columbus Hall.
Printing Pressmen and Assistants No. 24—Meet 2nd Mondays, Labor Temple.
Professional Embalmers—3300 16th.
Railroad Boilermakers—Meet 2nd and 4th Fridays, Labor Temple.
Railroad Machinists—Meet 2nd and 4th Thursdays, Labor Temple.
Retail Clerks No. 432—Meet 1st and 3rd Thursdays, 8 p. m., 150 Golden Gate Ave.
Retail Delivery Drivers—Meet 2nd and 4th Thursdays, Labor Temple.
Retail Shoe Clerks No. 410—Meet Tuesdays, 8 p. m., 273 Golden Gate Ave.
Riggers and Stevedores—Meet Mondays, 113 Steuart.

Sailors' Union of the Pacific—Meet Mondays, Maritime Hall Building, 59 Clay.
Sail Makers—Meet 1st Thursday at Labor Temple.
Sausage Makers—Meet 2nd and 4th Thursdays, Red Men's Hall, 16th St.
Sheet Metal Workers No. 95—Meet 2nd Thursdays, 224 Guerrero.
Sheet Metal Workers No. 104—Meet Tuesdays, 224 Guerrero.
Shipyard Laborers—Meet 1st and 3rd Fridays, Labor Temple.
Sign and Pictorial Painters No. 510—Meet Fridays, Building Trades Temple.
Stable and Garage Employees—Meet 2nd and 4th Thursdays, Labor Temple.
Stationary Firemen—Meet 1st and 3d Tuesdays, Labor Temple.
Steam Engineers No. 64—Meet Tuesdays, Building Trades Temple.
Steam Shovel and Dredgemen No. 29—268 Market.
Steam Fitters No. 590—Meet 1st and 3rd Wednesdays, Labor Temple.
Stereotypers and Electrotypers—Meet 2nd Sunday, Labor Temple.
Stove Mounters No. 62.
Street Railway Employees, Div. 518—Meet 2nd and 4th Thursdays, Labor Temple.
Tailors No. 80—Meet 2nd and 4th Mondays, Labor Temple.
Teamsters No. 85—Meet Thursdays, 536 Bryant.
Teamsters No. 216—Meet Saturdays, Building Trades Temple.
Theatrical Employees—Meet 1st and 3rd Tuesdays, 11 a. m., 68 Haight.
Tobacco Workers—Meet 3rd Fridays, Building Trades Temple. Miss M. Kerrigan, Secretary, 290 Fremont.
Trackmen No. 687—Meet 2nd Tuesdays, Labor Temple.
Typographical No. 21—Meet 3rd Sunday, Labor Temple headquarters, 701 Underwood Bldg.
United Glass Workers—Meet Wednesdays, Building Trades Temple.
United Laborers—Meet Tuesdays, Building Trades Temple.
Upholsterers—Meet Tuesdays, Labor Temple.
Walters No. 30—Meet every Wednesday, 3 p. m., except last Wednesday in month, when the meeting is at 8:30 p. m., at 1256 Market.
Water Workers—Meet 1st Monday, Labor Temple.
Waitresses—Meet Wednesdays, 1075 Mission.
Warehouse and Cereal Workers—Meet Tuesdays, 457 Bryant.
Watchmen—Meet 3rd Thursday, 8 p. m., Labor Temple. Emmet Counihan, 1610 Folsom.
Web Pressmen—Meet 4th Sunday, Labor Temple.

LABOR CLARION

The Official Journal of the San Francisco Labor Council

VOL XXII

SAN FRANCISCO, FRIDAY, JUNE 8, 1923

No. 19

-:- How A. F. of L. Operates -:-

By Samuel Gompers

(In Labor Information)

Part II.

The American Federation of Labor lives and conducts its work on the income of one cent per member per month.

Compared to the income and expenditure of organizations of similar scope among employers the income and expenditure of the American Federation of Labor is small.

Only in the most exceptional cases does the American Federation of Labor secure income other than that already shown. When authorized by the conventions, held yearly, a special assessment may be levied, but this is seldom done.

Elsewhere comparison is made between the financial turnover of the American Federation of Labor and the financial turnover of some of the organizations of employers. The employers' organizations cited are perhaps not the best examples, but it was not possible to make comparison with the best examples, because there is either no information available about their finances or they are not so raised and accounted for as to make comparison possible.

It is not possible, for example, to know how much money per worker is raised by the National Association of Manufacturers. In the cases of some employers' organizations there are secret funds which make proper comparison impossible. The American Federation of Labor has no secret funds. Public accounting for all funds is made yearly at the time of the convention and in detail in quarterly reports submitted to the affiliated organizations. Every dollar received from every source and for every purpose, and every dollar expended and to whom paid, is published in every detail.

All of the moneys of the American Federation of Labor are expended for purposes which are made known annually. Aside from the purposes already shown, moneys are expended for such routine work as the purchase of supplies, publishing pamphlets, publishing the American Federation of Labor Weekly News Service, expenses of the yearly convention, traveling expenses of officers and organizers, expenses of the Executive Council in attending quarterly meetings, expenses of fraternal delegates to other conventions and for publicity work, information gathering, research, educational and statistical work.

One phase of Labor's work remains—its political activity. The American Federation of Labor National Non-Partisan Political Campaign Committee, authorized by the convention, raises money by appeal for voluntary contributions. These, in the campaign of 1922, amounted to about \$5000.

The conventions of the American Federation of Labor exercise final and supreme authority on all matters including the raising and expending of moneys. American Federation of Labor conventions offer the freest forum in the world. No other organizations, no matter where located, offer such complete freedom of expression or operate on lines so thoroughly democratic. Any delegate may offer any proposal or any resolution. All proposals and resolutions so offered are referred to appropriate committees which are required to report thereon to the convention. When report is made to the convention all delegates have equal

opportunity for discussion. There can be no burial of resolutions in committee and every point of view is entitled to and receives opportunity for expression.

The American Federation of Labor, it will be seen, has no enormous funds, its financial operations are more than moderate and its records are public.

It has been a source of wonderment to many that so much is achieved on an income so slight.

CURB BIG BUILDING.

By International Labor News Service.

John Donlin, president of the Building Trades Department of the American Federation of Labor, heartily approves the movement to curtail building construction in the United States.

"Everybody who is not blinded by temporary profits realizes the need of taking measures to check inflation in the building industry," says Mr. Donlin. "If building programs are not halted to some extent, builders will continue to bid against each other for the services of workmen and for materials until prices skyrocket and force a reaction that will affect all industry. If the study of business cycles has taught us anything, it has taught us the necessity of doing all in our power to keep industrial conditions on a normal plane or else we must again suffer the consequences of inevitable deflation. Employment conditions are now highly unbalanced; we must begin planning in a national way now to prevent future unemployment."

It is said that bankers are an effective group in checking the present mad rush in the building industry. They can postpone a great deal of building until a more favorable time by refusing to make excessive loans on big building construction. This has been done within the last few weeks in New York City. There building construction had increased to five times normal production. The building labor supply in the East was not sufficient to supply the demand for workmen. Under such circumstances it was inevitable that prices should soar and that the efficiency of the average workman would be reduced. Lack of building during the war is responsible for present conditions. Material manufacturers are reaping a harvest. Rents continue to soar.

One of the evils of the present situation, according to Mr. Donlin, is the fact that home building must give way to monumental building. A workman prefers to work on a big office building because that work is more regular and he is not forced to lug his tools around daily. Furthermore, it is the big constructors working against time who offer the biggest bonuses. While monumental building is given preference by everybody—bankers, builders, dealers, and workmen—fewer homes are built and rents continue to rise.

"What everybody interested in continuous prosperity in the building industry wants," says Mr. Donlin, "is to postpone as much as possible of the construction of big buildings in order to check inflation. This kind of building can then be taken up again as soon as conditions begin approaching the normal."

Start an individual campaign for the union label, card and button.

A GREAT ENTERPRISE.

We had the pleasure last week of visiting the new hydro-electric power station of the Pacific Gas and Electric Company on the Pitt River in Lassen and Shasta Counties and it was a revelation to us from beginning to end. We had never before visited one of these plants and had explained to us the details of the development of electrical energy in this way, and so far as we could understand the information imparted to us it made a decidedly favorable impression upon us.

To attempt to describe the plant and plans as we saw them during the two days devoted to inspection would be futile because that task has been done in much better shape than we could hope to match by those capable of that kind of descriptive writing, but what we do desire to write about is the manner in which the company has equipped the camp for the accommodation of those who operate the power plant. In the first place there is a large, airy, well-built and well-equipped clubhouse, containing sleeping accommodations for the single men, pool and billiard tables, library and many other pieces of useful and enjoyable furnishings. For the married men, five-room cottages, containing bathroom, electric lights, modern kitchen arrangements, etc., are provided, and the grounds are kept in splendid shape, neat and clean and orderly.

The camp is really a modern country town, with postoffice, moving picture theater, dance hall and all the things that go to make life worth while in rural communities in out-of-the-way districts, and this is such a district as it was necessary for the company to build a railroad thirty-five miles in length in order to reach the spot from the end of the McCloud River Lumber Railroad.

The enterprise not only represents a large investment of capital and confidence in the future of California on the part of the investors, but it is a monument to the foresight of the officers of the company and the ability of the electrical engineers who carried out the undertaking in a practical way by directing the actual construction of the great establishment. Engineering difficulties were numerous and trying, but all were successfully overcome and already the bay region is receiving more than a hundred thousand horsepower of electrical energy from the place, and will in the future get half a million horsepower as a consequence of the foresight, enterprise and ability of the officials of this company.

While, of course, the company expects to make money out of the investment, still the officers are entitled to credit for the public service they are rendering through the building of such establishments and thus not only developing the natural resources of the state themselves, but also because they thereby make it possible for others to render similar service through the establishment of industrial enterprises that need cheap power in order to operate.

'SHINERS RAISE WAGES.

In Philadelphia a wage rate of \$1 an hour has been established by Metal Polishers' Union No. 90. The old rate was 85 cents. The polishers will extend the \$1 rate throughout this competitive district.

STEEL IMMIGRATION PROPAGANDA.

The nations steel employers will not abolish the 12-hour day. They say Congress has stopped immigration, and they can not find 60,000 additional workers if the three-shift system is adopted. This is propaganda for free immigration.

With its present force the steel industry is producing ingots at the rate of 50,000,000 tons a year. This is the highest figure ever attained and smashes all previous records.

No one claims that the market can continue to absorb this terrific output for an indefinite period, and yet the steel barons would use the universal protest against their 12-hour day to open the flood gates of Southeastern Europe that working standards may be lowered.

Even were these employers correct in their claim, their plea is an indictment of their boasted capacity and ingenuity.

Let them read "Waste in Industry," by a committee of 15 engineers appointed in 1921 by Herbert Hoover. This committee lists the astounding loss of life and property that employers are responsible for.

Millions upon millions of dollars are lost, as are millions upon millions of work days because of preventable causes.

The steel industry contributes to these losses and yet steel employers announce that one of the reasons why they retain the 12-hour day is because they would be short 60,000 workers.

As exploiters of human beings, the steel barons are past masters, but they have no talent or capability to conserve life.

They make no suggestion that lives be saved or that new systems be evolved in their mills to meet present-day social requirements.

Instead, the demand for an end of their inhuman 12-hour day is capitalized by them to secure more cheap labor that present low working standards may be reduced.

This flinty plea for immigrants who would make conditions worse is typically Steel. It comes from industrial autocrats who are interlocked with ore mines, coke ovens, blast furnaces, and other industries that resist the eight-hour day.

The keystone to this resistance is Steel. If Steel abandons the long work day, the entire long work day structure collapses. Then these workers would have time to think of other things than sleep and rest.

The need for 60,000 does not exist. A short time ago there were 6,000,000 unemployed in this country, but the 12-hour day continued.

If steel barons did not have their present excuse they would invent another.

Logic is not expected from employers who say it "is perhaps questionable" that 12-hour employees devote less time to their families than employees working shorter hours.

When men reject a physical impossibility like the above, they are lost to reason and argument.

The worker in their infernos is but a commodity, a thing that should think and act automatically, as water flows when the faucet is turned or light comes when the electric button is pushed.

There is but one answer to these steel barons—the weather-beaten, storm-tossed trade union that is invincible when 100 per cent organized.

Public opinion is flaunted and the President of the United States is ignored by industrial kings, who must eventually bend their stiff necks before the unity of labor and an increasing social conscience.

If steel employees—or any other workers—believe there is compassion or humanity in Steel, or that these autocrats will listen to reason, let them read their report.

The steel barons clearly indicate that they will not abandon the 12-hour day until they are compelled to.

Agitate! Educate! Organize!

FOOD AND INDUSTRIAL WORKERS.

Food, so far as the vast majority of women industrial workers are concerned, means "lunch," says the U. S. Public Health Service. What they eat in the morning and in the evening depends very largely on conditions over which some other woman has control. Taken as a whole they have very little choice.

About the only rule that can be laid down is to eat something and not to rush to work without eating anything. Hundreds of working women, mostly young girls, do this nearly every day. No boy would do it twice; he would have his breakfast or move. And in this particular, at least, girls would do well to imitate him.

At lunch, however, they may bring a cold lunch with them, have a lukewarm lunch brought to them, go home for a lunch or dinner, or eat in the cafeteria.

A "brought" lunch must be eaten somewhere. In some places and under some circumstances it can be eaten out of doors comfortably, without being contaminated by flies or dust. Generally, however, it must be eaten indoors, either in a room set aside for this and other purposes (such as recreation) or in the work-room. To eat in the recreation room interferes with its use by those for whose benefit it was set aside. To eat in the work room prevents the complete airing that is so important after several hours of occupation; it interferes with the sweeping of the dust that has accumulated in the morning hours and that unless removed, will continue (with accumulation) to be breathed all afternoon; it exposes the food to dust that settles fast when the air is comparatively quiet and is always unwholesome and often dangerous, to the disease germs with which the air is laden, and to flies, which stay after the lunch is cleared away. These dangers are not imaginary. The weight of evidence now seems to indicate that tuberculosis (for instance) is often a "hand to mouth" disease and is carried to the lungs by way of the stomach as well as by the breath. This is particularly true of forms of tuberculosis other than that affecting the lungs but may also be true of pulmonary tuberculosis.

Eating in a modern factory cafeteria or in a clean restaurant is usually much the most wholesome way of getting lunch, though of course much of its advantage may be lost by unwise choice of food. A plant cafeteria is usually well ventilated (at the beginning of the meal, anyway), is free from dust, and is screened more or less effectively against flies. The food is commonly clean and well cooked. Finally, to go to a cafeteria induces most people to wash their hands; it promotes fellowship; it gives valuable recreation; and it tends to make one cheerful.

As for food—well, one important thing is to avoid the things one gets at home. Home cooking tends to sameness and nearly always lacks some element that it ought to have. Buy something different. As a general thing hot food is best.

Meat for sedentary workers is inadvisable at lunch, unless lunch is really dinner; meat once a day is usually enough for most people. Fruit, vegetables, and salads are excellent. Pies, cream puffs, eclairs, etc., are all right in their place but should never be allowed to take the place of better foods. Sweets drug the appetite for a time but leave one hungry and often feeling faint before the day is over. A bowl of soup with crackers or bread costs about what a piece of pie and a cup of coffee does; but soup, if properly made and eaten with bread and butter will sustain and the other will not. The pie satisfies more quickly; but those who chat with somebody while they eat (and therefore eat slowly) are likely to find that the soup has satisfied them by the time they get through; and they are prac-

tically certain to find themselves better satisfied an hour later than if they had spent the same money for frothy meringues.

For further information write to the Surgeon General, U. S. Public Health Service, Washington, D. C., for Reprint 654: Malnutrition in children, etc.

It is said a promise neglected is an untruth told. How about your promise to support the union label?



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TEACHER TRAINING.

The Division of Vocational Education, University of California, in co-operation with the State Board of Education, held the third graduation exercises for the class completing the special 280 hour evening course for the training of Vocational Industrial Teachers on the evening of June 1st, 1923, in room 101, California Hall, on the campus of the University of California.

The following persons, 51 in all, have successfully completed the requirements of the Teacher Training Course, and were given a diploma certifying to this achievement.

An appropriate program had been arranged. In the absence of Dr. Alexis F. Lange, Director of the University School of Education, Mr. Edwin A. Lee, Acting Director of the Division of Vocational Education presided and awarded the diplomas. Four representatives of the graduating class gave brief addresses. Mrs. Etta P. Rae, Mr. William E. Dunkum, Mr. Clarence John Borgeson, and Mr. Elmer Warner Anderson.

Musical numbers were likewise provided by representatives of the graduating classes. Miss Helen Gould, piano solo, is the daughter of James Hamilton Gould, one of the graduates. Mr. Robert Baxter Todd and Mr. Andrew Hall, who rendered vocal numbers, are members of the graduating class. The address of the evening was given by Dr. Arthur D. Dean, Professor Vocational Education Teachers' College, Columbia University. He is a leader in vocational education. He has a national reputation as a speaker and writer in this field of education.

The State Board of Education was represented by Dr. Edwin R. Snyder, Commissioner of Vocational Education. These courses for the training of vocational teachers are made possible by the State Board of Education, through State and Federal appropriation and are conducted by the University in co-operation with the State Board of Education.

This was the third Public Graduation exercise—the first was held in January, 1922. Since the course was established, four years ago, 191 men and women have completed the 280 hour requirement and most of them are now teaching their trade or vocation in the vocational schools of California.

The purpose of this course is to train men and women, expert in some trade or technical occupation, to become vocational teachers of their trade or occupation. The demand for practical teachers of this type is due to the Federal Vocational Educational Act, popularly known as the Smith-Hughes Act, whereby upwards of four and one-half million dollars was distributed last year to the several states for the promotion and maintenance of vocational education in the public schools. This sum increases each year until 1925, and thereafter, it will be seven million. To use this money, the states must match the fund, dollar for dollar. The result has been a rapid increase throughout the country of day, evening and part-time schools and classes for the training of youths and adults in trades and industries, home-making and agriculture, with a consequent demand for trained teachers, masters in their trades or vocations, with good general education, and who have been properly trained in how to teach their trade.

California's share of this Federal fund for 1922-23 is in round numbers \$145,000. This sum is matched by the State, dollar for dollar, making a total of \$290,000 being spent in this State for the current year in promoting and maintaining vocational education.

Each State sharing in this splendid bounty—and all the states have accepted the terms of the Act—is obliged to set aside a certain part of the annual sum for the preparation of teachers. The wisdom of the framers of the Act is thus evident. It is only by means of skillful men and women, carefully selected and properly trained in how

and what to teach, that it will be possible to realize the purpose of this Act.

The Act is based upon the fundamental idea that vocational education is essential to the national welfare by the giving of "Vocational training to boys and girls who have selected a vocation and desire preparation for entering it as trained wage earners; or to boys and girls already at work, but who need and desire to become more proficient in their employment; or to wage earners, adults, established in their trade or occupation who desire through training to increase their efficiency and wage-earning capacity and to advance themselves to positions of responsibility."

The preparation of vocational teachers for the trades and industries in California is carried on by the University of California, Division of Vocational Education, in co-operation with the State Board of Education, in two centers: "The San Francisco Bay Region" for the north, and in Los Angeles for the south. This northern center is maintained at the University of California, with offices in rooms 2-1-202 Whitecotton Building, Berkeley, with an extension center at Stockton. The total enrollment, at this time, is 87 men and women representing twenty-one different trades or occupations. The five main industrial groups—building, mechanical, publication, food and clothing trades—are represented in the enrollment.

The course for the training of vocational teachers in the trades and industries is as follows:

A two-year course—a total of 280 clock hours, Two evenings per week,

Two hours per evening,

Thirty-five weeks for each year beginning in September and January,

A summer school of six weeks at the University of California, day attendance is the equivalent of one year evening attendance.

The course is given in the evening because the men and women most desirable and proficient in their respective trade or occupations, who are the only ones able to teach their trades to another, are occupied earning their living at their trade in the day time. This course does not aim to teach men and women anything about trade, but it does aim to teach them the art of teaching that trade to others. It thus adds another skilled trade or profession—teaching—to the one they already possess.

Upon the completion of the course, a diploma is awarded and a Special State Credential is given entitling the holder to teach his trade in the public schools of California. Seventy-three teachers were placed in teaching positions during the past year from the San Francisco, Bay Region Center. The salary paid these teachers compares favorably with that usually paid in industry, from \$1500 to \$3000, with an average of about \$2200 with opportunity for additional income through evening and summer school teaching.

The advantages of the teaching profession are by no means limited to the pay received. The teacher and the priest or preacher were at one time one and the same person. They served in guiding humanity to better living. This purpose is still the dominant one of teaching. Democracy would perish from the earth but for the teacher. It is this that makes it a profession. Its objective is not personal profit but service to the best attainment possible. Such service has always rewarded those who give it with a satisfaction independent of the other returns successful teaching receives. Some of these returns are:

(a) It is agreeable and interesting work for the successful teacher.

(b) The associations with learners—youth and adult—and with fellow teachers is very pleasant.

(c) It pays well considering the adjustment of the hours, the command the teacher has of his leisure time and the opportunities for self-improvement. It is true that the day school has but 30 hours per week. The successful teacher will

spend nearly as much more time in necessary preparation.

(d) The employment is practically continuous, that is, teachers are employed by the year. The school year is usually ten months with two months for holidays and vacations.

A new Teacher Training Class begins with the opening of the Summer School on June 25th on the campus of the University of California to offer a six weeks day course, which is the equivalent of the evening course, held in the winter months. The next class for evening attendance will open September 3, 1923.

Men and women competent in their trades and technical occupation and of good personal appearance and high moral character, are in demand. Only such ones will be selected to enter this course. Anyone interested and who is able to fulfill the conditions, or who desires further information should communicate at once with the Supervisor in charge at the above address or by phone at Berkeley 483.

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WARDS OF STATE? OR FREE CITIZENS?

By John P. Frey, Editor The Molders' Journal.
(In American Federationist.)

The wage-earners' efforts to improve their conditions as workers have developed along two quite different and distinct lines of policy and method. These two general policies have been based upon principles which are in conflict with each other, and which indicate an entirely different conception of the general problem faced by the workers, and the method by which this problem is to be approached and solved.

The group, represented by the American trade union movement, as it gives expression to its purposes through the methods, principles and philosophy of the American Federation of Labor, believe that the wage-earners can only adequately protect their interests by trade union organization in the industrial field, dealing directly with employers relative to terms of employment, conditions of labor, and the relationship which should exist between employer and employee through the application of collective bargaining, and by making use of the right of quitting collectively whenever the terms and conditions of employment are unsatisfactory.

The trade union position, as expressed by the American Federation of Labor, is that wage-earners are the full equals of all other citizens in their rights and privileges, and that the American wage-earners because of this fact are in no sense to be considered wards of the state, unfortunates who, because of their limited rights, or their mental inability to protect themselves in the hurly-burly of life, require the special protecting care of the state. The group who seek to secure through legislation what the trade unionists aim to accomplish through negotiations with employers, believe that it is the function of the state to protect wage-earners by assuming a wardship over them. This group is influenced by the belief that those who are suffering from any form of injustice in the industries, and who for the time being seem incapable of protecting themselves because they are unorganized, or so weakly organized that their efforts are not successful, should be made the wards of the state and receive that consideration and protection from the state which is not given to those citizens considered capable of taking care of themselves.

Seek to Prevent State Wardship.

The American Federation of Labor knowing that children in industry cannot organize to protect themselves, has actively supported legislation, to protect the youths because they have not reached maturity, and are not competent to organize in a manner which would successfully protect their welfare. The American Federation of Labor, while convinced that woman is in no sense a ward of the state because of her sex, has held that owing to the physical effects of industry upon her and her offspring, that it was necessary that the state should enact legislation which would prevent any physical injury being done to her as an employee.

The American trade union movement, however, has constantly held to the position that the adult wage-earners are not wards of the state, and furthermore that their individual welfare, and the protection of their rights as citizens, made it necessary that at all hazards legislative bodies should be prevented from assuming wardship over them.

The position has been well illustrated by the continued resistance of the American trade union movement to the enactment of any compulsory

arbitration laws, and to any other legislation which would permit the state, instead of adult wage-earners, to have the final voice in determining what terms of employment and conditions of labor would be accepted.

The principles and policies of the American trade union movement lead it to build up powerful organizations among the wage-earners, to enable them to deal directly with their employers, and to collectively work out the problems arising in industry relative to the relationship between employer and employee. For this reason the trade union policy has been to eliminate political tinkering with industrial relations as much as possible, and to depend upon the strength of organization, and the wisdom it acquires through its experiences, to work out its problems, instead of the power of the state through its legislative, administrative, and judicial branches.

Those who believe in using the power of the state to improve industrial conditions, if their program met with success, would most assuredly, though perhaps unwittingly, place the wage-earners more and more in the position of wards of the state, subject to the three departments of government, and the constant changes due to the ebb and flow of partisan politics. Instead of looking to trade unionism as a means of solving the workers' problems as employees, they endeavor to accomplish their purpose through legislation.

It is evident that those who look to the state, and would give it a degree of wardship over the wage-earners, would, of necessity, be compelled to depend more and more upon the political methods, rather than the trade union one. They would be compelled to secure the conditions in industry which the wage-earners require, through the enactment of legislation, and the administration of the law by the executive and judicial departments. Here lies the clean-cut distinction between the policies and principles which influence the American trade union movement, and those of the men and women who look for the state to do something for them which they would well be able to accomplish for themselves through trade union organization.

The experience of wage-earners from the beginning of modern industry has been that political parties come and go, that the political success of today is followed by the political defeat of tomorrow; that legislation placed upon the statute books can be repealed, and in other ways nullified, or so construed by the courts that its original intent has been destroyed, if perchance the courts do not declare the legislation unconstitutional. Furthermore, that the enactment of satisfactory legislation may be followed by the coming into power of executives whose hostility towards the legislation prevents it from operating. Dependence upon the state for the correcting of any injustice arising through the relationship of employers or employees, their dependence upon the men who for the time being hold administrative and judicial positions; men, the most of whom are politicians,

and owe their position to partisan political influences.

New York Bakery Law an Example.

The distinction between the two methods under consideration and the philosophy upon which they are based are clearly indicated in the now classical illustration of the New York bakery law. The bakers in New York City, placing their confidence in the legislative method, and believing that the state should assume a certain wardship over them, contributed money for legislative purposes, and finally secured the enactment of the ten-hour law for bakers. The apparent success was soon turned to dismal defeat, for this law was declared unconstitutional by the Supreme Court of the United States, which left the bakers exactly where they were before the law had been enacted.

Realizing by this time the unwisdom of the method they had adopted, they formed a strong trade union organization, and then as trade unionists negotiated directly with their employers, and as one immediate result established an eight-hour day, and many other conditions greatly to their advantage. Where the legislative method had proven a complete failure, the trade union method was a complete success.

If the American wage-earners are incapable of organizing successfully and of protecting their welfare through trade unionism, they will, whether they wish it or not, become wards of the state occupying a stage of degradation and inferiority which would compel them to depend wholly upon the political method for whatever protection they receive. They would be compelled to admit their inferiority as citizens, and frankly

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confess their dependence upon the fluctuation of partisan political sentiment, and the constant changes which take place among those occupying legislative, executive and judicial positions.

The policy of the American trade union aims to make the wage-earners more and more independent, and competent to protect themselves and their interests in the relationship which exists between employers and employees. It aims to place the American wage-earners in a position where, in addition to enjoying every right and privilege enjoyed by any other citizen, they will be fully competent to protect their interests and determine under what conditions their labor will be given to the employer, as fully as the employer determines the price which will be placed upon whatever they have to sell.

The distinction between the two schools of thought is clear. The American trade union movement, as represented by the American Federation of Labor, is opposed to having the state do anything for adult wage-earners which they are capable of doing for themselves. Those who place their faith in the legislative method, or the wardship of the state, believe that the state should be used to do everything it can be prevailed upon to do in determining terms of employment and conditions of labor for wage-earners. The first is the position of free men, conscious of their citizen rights and of their independence. The other is based upon an admission that wage-earners are not competent, are either mentally or in other ways inferior or subjected to such opposition by employers that it is necessary for the state to extend wardship over them.

Employers Have Reason to Prefer Legalism.

There is also a group favoring the legislative method which is not composed of wage-earners, but includes those employers who are strongly opposed to the building up of thorough trade union organizations. Their object in having the state assume wardship over wage-earners is based upon the belief that if the state will protect the wage-earners in unemployment in sickness, in old age, and in death, that the state will give such guarantees of protection to labor, that labor will become so contented with its position in industry that effective trade unionism would be impossible.

The first man to evolve and apply this conception was no one less than Prince Bismarck who, when he found that his anti-association legislation failed to prevent the spread of dissatisfaction among the wage-earners, introduced that form of paternalistic legislation which made the German workman the particular ward of the state. His motive was not a humanitarian one; his purpose was to have the state protect the wage-earner to such an extent that the employers would not be troubled with industrial organizations brought into existence by the employees, by which they could directly have a voice in determining the terms of employment.

The American trade union philosophy and policy for direct representation of the wage earners, has guaranteed to them the best, safest and most practical method of protecting their rights and interests, and in advancing the welfare and protecting the freedom of the toiling masses of our republic.

HUGE BEET SUGAR PROFITS.

President Duval of the American Beet Sugar Company told stockholders that between April 1 and May 16 there was a profit of \$2.23 on a 100-pound bag of sugar. This compared with a profit of 25 cents on sugar sold during the same period last year.

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BY THE WAY.

This has been a season of joy rides. Junketers have gone hither and yon, playing around the world at the expense of Uncle Sam.

Lame ducks, fat ducks and slim ducks have gone on any number of joy rides. These trips have been, for purposes of the record, investigating trips, but in reality they have been for the purpose of giving many persons a chance to play.

The roster of the summer's outings would contain nearly all the names of those who were defeated in the last election.

And the summer has just begun. President Harding is going to Alaska. Secretary Weeks is on his way there. The President's trip will be a great big gala affair, one way by water, the other overland from the Pacific Coast to Washington.

There is some temptation to wonder why these pilgrimages to Alaska. Is there any reason for this special attention to Alaska; or is Alaska just a pleasant vacation ground far from the beaten path?

Another matter of interest is the forthcoming maiden voyage of the Leviathan as an American passenger ship.

There's a good bit of a thrill in the contemplation of this magnificent vessel sailing out under the Stars and Stripes as the finest thing afloat.

But there's something else about the trip that isn't being so well advertised. All manner of government officials, bureau chiefs, political friends and what-not, are being invited to make the trip, passage free. All the "guest" has to pay is \$2 a day to cover subsistence cost.

There will be a lot of politicians on that trip of the \$2 a day kind; and there will be no working people going along, except to run the ship and keep passengers and politicians comfortable.

Gary bursts out in an almost religious tirade in defense of the twelve-hour day. He seems to regard it as his Christian duty to see that nobody in the steel mills has any time in which to loaf and get all demoralized over a pot of tea.

Gary takes his duties very much to heart, just as did old Pharaoh. Recreation is all nonsense; and so is reading and music and flivvering into the country for a look at green trees.

If an industry has to have a defender of its reaction and brutality it would be difficult to find one better suited to the job than the benign apologist for the Steel Trust.

Much bluster has filled the national air about putting war profiteers and swindlers in jail. The war grafters were going to get theirs with a vengeance. Congress voted money and special lawyers were hired. Where is there a war grafter in jail? Where is there a profiteer biting the dust?

A lot of lawyers have good jobs and probably they like their jobs. If the war profiteers were all in jail there would be no more jobs for lawyers. But the profiteers are not in jail.

What is true of war grafters is true of sugar profiteers. We were all to go without sugar as a means of foiling the sugar pirates. Where is the foiled sugar pirate? Well, he's probably still at it; or else he's sailing along in a new twin eight, or whooping it up on the golf links.

Yes, these days are surely hard on the poor profiteers and war crooks!

FIGURE IT OUT.

How many apples did Adam and Eve eat? Some say Eve eight and Adam two—a total of ten only.

Now we figure the thing out far differently: Eve eight and Adam eight also—total 16.

We think the above figures are entirely wrong. If Eve eight and Adam 82, certainly the total will be 90.

Scientific men, however, on the strength of the theory that the antediluvians were giants, reason something like this: Eve 81 and Adam 82—total 163.

Wrong again. What could be clearer than if Eve 81 and Adam 812 the total was 892?

I believe the following to be the true solution: Eve 814 Adam, and Adam 8124 Eve—8938.

Still another calculation is as follows: If Eve 814 Adam, Adam 81,242 oblige Eve, 82,056.—Exchange.



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JAMES W. MULLEN.....Editor
Telephone Market 56
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MEMBER OF
UNITED LABOR PRESS OF CALIFORNIA

FRIDAY, JUNE 8, 1923.

There is a destiny that makes us brothers;
None goes his way alone.
All that we send into the lives of others
Comes back into our own.

I care not what his temples or his creeds,
One thing holds firm and fast—
That into his fateful heap of days and deeds
The soul of man is cast.

—Edwin Markham.

The world is full of fair-wind sailors, but the
ship that reaches its port encounters all sorts of
wind and needs men who will stay by their sta-
tions under all sorts of conditions, even when
the circumstances seem to warrant desertion. The
fellow who wants to quit can always find an ex-
cuse for so doing, but he never produces any
results worth while or gets anywhere.

Conditions are slowly getting better in all lines
of industry and it behooves members of unions to
take advantage of the opportunities that in-
creased purchasing power gives them by demand-
ing the union label on the articles they buy. The
more money you get the greater will be your in-
fluence for good in the movement if you see to
it that you buy only goods produced under union
conditions. That is a simple, yet an effective
way to advance the interests of all the organized
workers. If you are a real union man, you will
do your duty in this regard.

The labor movement is always doing things for
the unorganized workers and making no noise
about it, and this has resulted in a condition of
affairs wherein many believe that the organized
workers care little or nothing for their unorgan-
ized fellows. This, of course, is not encouraging,
but union men and women are satisfied so long as
they are conscious of doing good and rendering
service to society even if credit for their efforts be
denied them. But it sometimes happens that
credit is not only withheld, but actual and bitter
criticism is handed out to the unionist without
any cause whatever. It is hard for many to go
ahead under such circumstances and it is really
remarkable how the labor movement proceeds
with its good work year after year in spite of the
lack of gratitude on the part of those who are
benefited through its activities.

In Trouble Again

The Seattle Central Labor Council has the very bad habit of plunging into trouble every now and then. It has had its charter revoked for its conduct and has been threatened with revocation on other occasions. It is now confronted with the possibility of again being outlawed by the American Federation of Labor because of its action in violating the principles of the parent organization, and it is rather amusing to read some of the vaporings of the radicals concerning the position taken by the Executive Council in the present situation. They talk about free speech and liberty of action without any attempt at sound reasoning. Central Labor Councils are chartered directly by the American Federation of Labor and are expected to abide by the laws, rules, regulations and decisions of that body just as are local unions that are chartered by the National and International unions.

Article I of the Constitution of the American Federation of Labor says:
"This association shall be known as The American Federation of Labor, and shall consist of such trade and labor unions as shall conform to its rules and regulations."

Obviously if the Seattle Central Labor Council does not desire to conform to the rules and regulations of the organization it cannot hope to continue to be a part of it. That ought to be clear to the dullest comprehension. And if it is ousted for failure to do so it can not set up the claim that free speech or liberty of action is being denied it. It became a part of the American Federation of Labor under the condition that it must conform with its policies and if it does not desire to live up to that condition it is at liberty to get out and follow any set of policies it desires, but it certainly has no right to expect to stay within the organization and defy its rules, regulations and decisions.

One of the fundamental principles of the American labor movement is the rule of the majority. The laws, rules, regulations and decisions which the Seattle Central Labor Council has been defying were established in that way and if that Council were allowed to ignore and violate these particular rules the very same contention could be set up concerning any other law, rule or regulation, and the American Federation of Labor would become so useless that it might as well go out of business.

And to carry the same reasoning to its logical conclusion local unions chartered by Internationals could do the same thing and the labor movement as a whole would be a joke. If each individual union is at liberty to do absolutely as it pleases there is no value in organization. In bringing about organization it is necessary that each unit give up a certain amount of its liberty of action, and that is thoroughly understood by all intelligent members of unions. But it must be conceded that the red is not intelligent. If he were he would not be a red. It has always been the policy of the radicals to cry for harmony, and what they mean by harmony is that whenever there is a difference of opinion the way to decide the question is to let them have their own way about it, and then there will be harmony. Otherwise there will be discord, because if they are not allowed to have their way then the other fellow is practicing tyranny and denying them liberty of action, free speech is being attacked and things are bound to wind up in disaster.

When the radical succeeds in getting in control of things, however, he knows how to practice real tyranny and he invariably proceeds to dominate with an iron hand and wipe out every vestige of liberty of action. We have seen many instances of this kind in the labor movement in this country, but the greatest lesson of the kind is to be found in unhappy Russia, where the government has for several years been in the hands of the radicals. In that country they started at once running true to form and have kept it up ever since to the best of their ability.

The thing for the Seattle Labor Council to do if it is not satisfied with the policies of the American Federation of Labor is to induce a majority to change the policies, and until it has succeeded in this purpose, to abide by the established conditions.

FLUCTUATING SENTIMENTS

Herbert Hoover says that 75 per cent of the automobiles engaged in international trade are American at a real wage three times as high as the real wage paid in some other countries. That statement shows very clearly the productive capacity of the American worker and his ability to produce on a scale that enables the American manufacturer to compete with those of any other country while paying a much higher wage. What is true of the automobile industry is true in other lines to the same extent. This furnishes proof positive that when the American employer whines about not being able to compete with Europe his management is at fault and the blame cannot be placed upon the shoulders of the workers of this country. The American worker, per capita, is the greatest producer in the world and he works harder than the worker in other parts of the world. The truth is the American employer has no just complaint against the American worker as a producer.

If your organization has low dues you must expect it to be low in effectiveness. It cannot do business on air. It must have money to be able to cope with the organizations of employers. The most successful labor organizations are those that have high dues and thus are able to protect their membership in the hour of trouble. A survey of the membership of the American Federation of Labor plainly proves this contention. If the members of an organization are not willing to put money into the treasury they certainly can not hope to take strike benefits out when they are engaged in a struggle. The employer will think twice before he becomes involved in a controversy with a union that he knows has money in its treasury and is, therefore, in a position to put up a stubborn fight for its rights, and this feature alone is worth a great deal to a union. The policy of attempting to get something for nothing always results in failure, in the labor movement as well as in other walks of life. So if you want results you must expect to pay for them. There is no other way and the sooner members of unions appreciate this fact the better it will be for them.

Judge Gary and his Steel Trust have continued to ignore public opinion until they now find themselves confronted with the representatives of 50,000,000 organized religious workers, including Catholics, Protestants and Jews, who condemn the twelve-hour day as immoral and absolutely without justification in the steel industry or any other business. These representatives also declare that the only reason for the twelve-hour day in Judge Gary's steel business is that of profits. It begins to look as though the Steel Trust would finally have to come to a basis of decency in its labor policy in spite of the abnormal greed of those at the head of the organization. Here is an instance where the theory that public opinion is powerful in industrial matters will be given a test. If the Steel Trust can continue to successfully resist public opinion in so flagrant a violation of common decency as this then those who have been shouting about the power of the mass of the people to correct wrongs will have to find some other means of bringing about justice for the workers in large industrial establishments. One means of producing the desired results, and perhaps the only means, is organization of the workers into trade unions.

WIT AT RANDOM

The speaker waxed eloquent, and after his peroration on women's rights, he said, "When they take our girls, as they threaten, away from the co-educational colleges, what will follow? What will follow, I repeat?"

And a loud masculine voice in the audience replied, "I will."—Brown Bull.

"Mr. Daring," said the director, "in this scene a lion will pursue you for five hundred feet."

"Five hundred feet?" interrupted the actor.

"Yes, and no more than that—understand?"

The hero nodded. "Yes, I understand, but does the lion?"—Black and Blue Jay.

Grandmother had come to visit her son, the pastor, and Mary, her five-year-old granddaughter, was entertaining her with the story of a wonderful dog.

Mary—And the dog flew and fl-e-w and fl-e-e-w away up in the sky.

Grandmother (reprovingly)—Now, Mary, tell it right: you know a dog can't fly.

Mary (triumphantly)—Oh, yes, grandmother, that dog could fly; it was a bird dog.—St. Louis Christian-Evangelist.

According to his father, young Lew was undoubtedly the unluckiest fellow alive.

"Consider the last case," declaimed the old man. "Lew goes to the city and falls in love with a girl that lives out in one of the suburbs. And then she throws him down."

"That's nothing," remarked an auditor. "There's lots of girls."

"That ain't the point. The point is that the girl threw him down on his second trip to her place, and he'd went to work and bought a fifty-ride commutation ticket."—American Legion Weekly.

"I like cheerfulness. I admire any one who sings at his work."

"How you must love a mosquito."—Boston Transcript.

"I wish I had a baby brother to wheel in my go-cart, mamma," said small Elsie. "My dolls are always getting broken when it tips over."—Boston Transcript.

Hospital Caller—Poor man, you certainly have been all shot up.

The Victim—Yes, I had so many bullet holes bored through me that the boys behind me complained of the draft.—American Legion Weekly.

Pa—At last I've found a way to make that young scamp of ours stop winking his eyes.

Ma—How?

Pa—I'll show him the article in this science magazine where it says that every time we wink we give the eye a bath.—Boston Transcript.

Desperado—Halt! If you move, you're dead.

Student—My man, you should be more careful of your English. If I should move, it would be a positive sign that I was alive.—Hermonite.

Green was always spinning yarns about his experiences in Africa, and usually he wound up by saying he never yet saw a lion he feared. One night after he had finished yarning, he was taken aback by one of his audience, who said:

"That's nothing. I have thrown myself down and actually slept among lions in their wild, natural state."

"I can't believe that," said the bold hunter.

"It's the truth, though."

"Can you prove it? Were they African?"

"Well, not exactly African lions. They were dandelions."—Weekly Scotsman (Edinburgh).

MISCELLANEOUS

YOUR HOME.

Home is the place where laughter should ring,
And the man should be found at his best.
Let the cares of the day be as great as they may,
The night has been fashioned for rest.
So leave at the door, when the toiling is o'er
All the burdens of work time behind,
And just be a dad to your girl and your lad—
A dad of the rollicking kind.

The daytime is made for the tasks you must face;
It is built for the work you must do,
You may toil then and sigh as your cares pile up
high

And no one may criticise you;
You may worry and fret as you think of your debt,
You may grumble when plans go astray,
But when it comes night and you shut your tools
tight,
Don't carry the burdens away.

Keep daytime for toil and the night for play.

Work as hard as you choose in the town.
But when the day ends and the darkness descends,
Just forget that you're wearing a frown—
Go home with a smile! Oh, you'll find it worth
while;

Go home light of heart and of mind.
Go home and be glad that you're loved as a dad,
A dad of the fun-loving kind.

MANHOOD COUNTS MOST IN INDUSTRY.

By Robert B. Wolf,

Noted Management Engineer.

"Our social economic system cannot march towards better days unless it is inspired by the things of the spirit. It is here that the higher purposes of individualism must find their sustenance." Herbert Hoover, who says this, has a concrete record of accomplishment to his credit which makes these mystical words take on new meaning, especially when taken with his expressed conviction that 'permanent spiritual progress lies with the individual.'

"The individual must be understood, and the whole problem of industry resolves itself into finding out how to enable the unit individual, the man, to become conscious of his relationship to the all-including group individual, the plant, and how to organize the plant so that it will be sufficiently sensitive to the welfare of the human units of which it is composed that it will not repress but encourage their individual development.

"The secret seems to lie in stimulating group consciousness within the organic whole of the plant by continuously recording the group's relationship to the plant on the one hand and the man on the other, and the immediate need seems to be for the education of foremen to intelligently direct the groups. This education, however, to be of use must be largely obtained from a study of records of group experiences, for information obtained in this way constantly stimulates the individual to greater effort. The recorded results of this new effort will act again as a fresh stimulus, so that continuous progress in both knowledge of process and skill in the use of his knowledge is bound to follow."

TRAIL BEHIND.

After organized carpenters in San Diego took chances and raised rates to \$9 a day, anti-union carpenters are petitioning employers to raise their rates. They are being paid \$6 and \$7 a day. These employers are strong advocates of the individual bargaining plan.

TYPOGRAPHICAL TOPICS

Mr. Harry T. Gage, formerly head of the printing department of the Carnegie Institute of Technology and now director of linotype typography, was the guest of honor at the dinner meeting of the San Francisco Bay Cities Club of Printing House Craftsmen last Monday evening. Prefacing his address on "Modern Typography," Mr. Gage congratulated the local club for its work in furthering the demand for a higher class of typography, presswork, binding and engraving, and in having on its roster the names of craftsmen whose work has attracted national attention and made the city "loved round the world" loved also for its artistry in the printorial field. Delving into his subject on the renaissance of machine composition, the speaker visualized the type faces of ten and twenty years ago. Primarily meant for a cheap and rapid method of printing, they were not faces to be proud of, but rather to be ashamed of. About eight or nine years ago the linotype executives, finding the field narrowing, sought the advice of an eminent printer, Mr. Bartlett, who, by the way, was a confirmed skeptic on the subject of machine composition, and he outlined a program for the cutting of certain faces of type that would have the artistic possibilities of the better faces of foundry type. The result of seven years' work was shown in a 272-page book issued by the Mergenthaler Company and containing more than 200 pages of book specimens of varying sizes and types, together with footnotes that give in detail the information needed by the executive who contemplates a job of a like character. The book will be on sale in a short time at the local offices of the Linotype Corporation. Touching on the relation of the craftsman to the machine, Mr. Gage stated that the linotype is not an automatic device, but a tool, and the product is as good as the brain of the operator—that machine typography could be best expressed by leaving the machine out. The speaker closed his address with an appeal for a better standard of machine typography—and the only way to reach this standard was through the active collaboration of the craftsmen and the company, the latter at all times standing four square behind every legitimate educational activity that is honestly trying to produce workers who need special training.

James C. Laney and Dave N. Mallory, representing the committee in charge of the forthcoming Graphic Arts Exposition to be held in the Oakland Auditorium October 8th to 13th, inclusive, addressed the meeting on the importance of the undertaking. The eagerness of the elements on the great Pacific Coast for knowledge of the Art of Arts prompted the promotion of the exposition, which has taken on large proportions after a careful canvass and assurance by representative bodies and leading minds that such an undertaking meets with their approval and will have their hearty co-operation. Educationally, visitors will have the opportunity to meet the leading minds of the trade for an interchange and comparison of knowledge and ideas. The exhibit will be conducted by the California Typothetae and the San Francisco Bay Cities and Pacific Coast Clubs of Printing House Craftsmen.

Scores of San Francisco printers are mourning the death of one of their fellow craftsmen, Samuel M. Hughes, who passed away at his home in Lexington avenue, this city, last Tuesday morning, after an illness of almost one year. Mr. Hughes was the son of the late Captain William and Marie Hughes, and was a native of San Francisco. His immediate survivors are Zoe, Nellie and Harry Hughes of San Francisco and Mrs. Julia Cowley of Stockton, Cal. Mr. Hughes had a wide circle of acquaintances in San Francisco, and because of his splendid character was held in the highest esteem by all who knew him. He was

one of the oldest members of Typographical Union No. 21, and his loss to the organization is keenly felt. His funeral was held yesterday afternoon from a local mortuary chapel, following which the body was conveyed to Cypress Lawn Cemetery, where it was cremated.

Conrad Scheel, superintendent of the mechanical departments of the Pernau-Walsh Publishing Company, and Mrs. Scheel have returned from an enjoyable trip through Southern California and Mexico, where they visited all points of interest. From their description of the trip, it was one continual round of pleasure. Both seem much benefited, from a viewpoint of health. While in Los Angeles they called on James Tonkin, formerly a member of No. 21, who wished to be remembered to all the home-town followers of the Art Preservative. "Connie's" description of Southern California would make the most artistic critic sit down and take notice. But, oh, boy! how bracing the first whiff of that dear old San Francisco fog was to the returned tourists!

Ed Gallup, delegate-elect from Bakersfield Typographical Union to the Atlanta convention of the International Typographical Union, was in San Francisco a few hours last Saturday, after which he left for Seattle on pleasure and business, accompanied by Alfie Moore. They will return to Bakersfield for a short stay before the convention, then proceed to Atlanta in an automobile.

Albert Springer, secretary of the Union Printers Mutual Aid Society, will leave June 10th for his annual vacation, which he will spend "somewhere in Oregon." The journey to and from the Webfoot State will be made in an automobile. During Mr. Springer's absence the Mutual Aid's office will be in charge of Miss Canavan.

W. S. Leslie, linotype engineer in the composing room of the Daily News, was one of a party that left yesterday for a visit to Yosemite National Park.

Membership Committeeman Frank H. Vaughn spent last week visiting his mother in Sacramento.

The Leighton Co-operative Press distributed a two per cent dividend among its shareholders on earnings of the organization for the month of May, 1923. It is reported all the Leighton Co-operative interests are to be amalgamated soon.

Wiley K. ("Judge") Galloway, former member of San Francisco Typographical Union, was one

of the four delegates elected by Chicago Union No. 16 to represent it in the Atlanta convention of the I. T. U. The "Judge" grabbed second place from a field of eleven aspirants, he losing first position to Wayne M. Goodwin by a few votes. Chicago Union is sending a solid Progressive delegation to the Atlanta session.

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Assets.....	\$80,671,392.53
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Capital Actually Paid Up.....	1,000,000.00
Reserve and Contingent Funds.....	2,750,000.00
Employees' Pension Fund.....	400,613.61

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HAIGHT STREET BRANCH..... Haight and Belvedere Streets
WEST PORTAL BRANCH..... West Portal Ave. and Ulloa St.

A Dividend to Depositors of Four and One-quarter (4 1/4) per cent per annum was declared for the six months ending December 31st, 1922.

INTEREST WILL HEREAFTER BE COMPOUNDED QUARTERLY INSTEAD OF SEMI-ANNUALLY AS HERETOFORE.

MRS. OLESON'S TEARFUL HEROICS.

Pro-Communist papers are printing yards of high praise for Mrs. Anna Oleson, Michigan juror, who held out to acquit Foster. The trial was long since over, but the songs of praise go on. "I could look away from the courtroom where the trial was on," she is quoted as saying, "and see the conflicting forces contending for the mastery of human rights."

What a lot of bunk it is!

The Fosterites have played the Michigan trials as free speech trials, as trials for human rights, as trials for anything that would arouse sympathy for the defendants.

The trials were not free speech trials, nor trials for human rights, nor for anything else except the violation of a State law.

It may be that the State law shouldn't have been on the books; that isn't the point at issue. The law is on the books and the State charged a violation. The law isn't an anti-free speech law, either. It is a law against conspiracy to promote criminal syndicalism as defined in the law.

People who try to spill tears over the issue to becloud it have a reason, of course—and trade unionists have small excuse for being confused by the tears of their enemies.

There are some points worth remembering: The men on trial, headed by Foster, don't believe in free speech and they admit it and are proud of it. They don't believe in a free press and they aren't concerned about free assemblage.

If the law were a free speech law, where would these "dictatorship of the proletariat" devotees get off at to oppose it? But it isn't, and still they yelp.

Mrs. Oleson is quoted far and wide as a means of smothering the issue. Talk about the Foster trial being the reflection of a struggle for the mastery of conflicting forces sounds big, but it is the essence of tommyrot. "Mastery of human rights" in the Michigan trials is about the last thing found in those trials.

Wasting sympathy over the checkmating of syndicalist, pro-soviet, anti-American, anti-American Federation of Labor schemings and chicanery is poor business.

Unity under the banner of the American Federation of Labor is the one sure way to progress. Organize, unite, federate, educate and grow strong. Then shall all things good be added unto the wage earners of our country!

THE KIND GARY LIKES.

Judge Gary admires the "working classes" of Southern Europe, where wages are low and wants are few. In his address to the members of the American Iron and Steel Institute he expressed admiration for these "working classes" because of their "industry, frugality, economy and saving."

The judge would be pleased if Congress lets down the bars that this element may come to the United States.

UNION—DETERMINATION.

By J. M. Baer, The Congressman-Cartoonist.
International Labor News Service.

'Way back in the dim ages of antiquity, when people were talking about making the world safe for democracy, they were also talking about self-determination and the rights of small nations. To those of us who were unsophisticated and who didn't know much about European politics, these phrases sounded as if they meant what they said.

We thought, for instance, that self-determination meant the right of a nation to boss its own affairs, and that "rights of small nations" meant that small nations had some rights. Now we know that was all wrong.

Small nations have just one right, and that is to get into clear when some big nation comes along—if they can. Self-determination means, if it means anything, that they can determine for themselves what chance they've got against the big fellows and act accordingly.

We used to think over here that individuals had some rights—the small fry among us, little fellows that work for a living. Now, of course, all that silly nonsense has been knocked out of our heads, or if not, our heads are likely to get knocked off.

The small fellow over here is just like the small nation—he is entitled to just what he can keep the big fellow from grabbing, and no more. Usually that's what the big fellow doesn't want.

That explains why the little fellows are left undisturbed in possession of their wives, Fords and graphophones. But let him get as much as \$4 cash and see how that works out!

Then the big fellow scares him to death by telling him, as he pockets the \$4, that the union men and radicals and everybody who doesn't stand by the big fellow—all these birds are after the Ford and Victrola.

It's time the little fellows practiced a little collective determination. Determination is a good thing if you get away with it but self-determination isn't quite enough. It takes a good many little fellows to stand up against the big fellow.

They have to organize; and when they are organized, in a union, the big fellow has to deal with them on equal terms. That's collective determination.

Use a little determination; make it collective determination; and then determine to tell that big fellow where he gets off!

To avoid strikes and other difficulties, demand the union label on all purchases. This is an easy, simple way to strengthen the unions.

"Business is getting better," the papers tell us every day.

What does that mean? It means more production, more sales, more money turning over, day by day.

In the midst of this the hard-boiled ones yelp about cutting wages.

The big business man who talks wage-cutting now is a man who, socially speaking, is either a crazy fool or has a homicidal mania.

Suppose wages everywhere in America were cut 20 per cent today. What would happen? In a month the buying power of America would be so shrunk that mills and factories on every hand would be shutting down.

Blooey—ye'd be in the middle of a depression that would make 1922 look like a picnic.

Prosperity can live only on good wages—good wages that keep getting better as production keeps on increasing.

That doesn't mean inordinate wages—but it means a proper measure of advancement, consistent with production and with the increase of production.

Either that or the black pit.

If you don't demand the union label it is equivalent to creating a job for a non-unionist.

IT PAYS TO BUY
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SAN FRANCISCO LABOR COUNCIL

Synopsis of Minutes of June 1, 1923.

Meeting called to order at 8:15 p. m. by Vice-President Stanton.

Reading Minutes—Minutes of the previous meeting approved as printed in the Labor Clarion.

Communications—Filed—From the Department of Education, relative to the handling and installation of motion picture apparatus. From Molders' Union, announcement of its annual picnic to be held Sunday, June 17th, Shellmound Park. From Herman the Tailor, relative to union-made clothes. From Lithographers, Milk Drivers, Coopers, Garment Cutters, Retail Shoe Clerks, Retail Clerks, and Ice Drivers, stating they had indorsed resolutions relative to the Hetch Hetchy water and hydro-electric system. From the Milwaukee Brewery Company, with reference to the union label on their printing.

Referred to Special Committee—From the Central Civil Council, requesting a representative of the Council to appear before their committee to discuss the best apparent method of disposing of the surplus of Hetch Hetchy electric energy.

Request Complied With—From the Oakland Labor Council, requesting the endorsement and co-operation in making the "Island of Oz" and the "Pageant of Progress" the most beautiful spectacle ever staged in the State of California.

Reports of Unions—Cracker Bakers—Situation regarding new wage scale unchanged; will meet next Friday with employers. Butchers No. 115—Are making progress in organizing North Beach district; are cleaning up the Asiatic situation. Waitresses' union house card now in California Cafe on Powell street.

Report of Law and Legislative Committee—In regard to the request of the Central Council of Civic Clubs, that this Council send delegates to said body, your committee after discussing said communication, recommended that the communication be filed. Moved to concur; amendment, that matter be re-referred to the committee; amendment carried.

Auditing Committee—Reported favorably on all bills, and warrants were ordered drawn for same.

President Hollis introduced Brother T. J. Roberts, manager of the Oakland Labor Temple, who addressed the Council and explained in detail the Pageant to be held in Oakland for the proposed Labor Temple in Oakland, from June 26th to July 5th, inclusive.

Receipts—\$177.70. **Expenses**—\$217.50.

Council adjourned at 9:10 p. m.

Fraternally yours,

JOHN A. O'CONNELL, Secretary.

P. S.—Members of affiliated unions are requested to demand the union label, card and button when making purchases; and to patronize the Municipal Railroad whenever possible.—J. O'C.

COMPANY "UNION" FAILS.

These are troublous times for General Atterbury of the Pennsylvania Railroad and his company "union." The latest explosion is because of a hand-picked delegation who journeyed to Philadelphia, where they conferred with the officials of the railroad. Later it was announced that shop men would be "permitted" to vote. To date no vote has been taken and the "rump" committee is questioned on its right to speak for workers who had no voice in selecting alleged representatives.

WIRE MEN RAISE WAGES.

Detroit Electrical Workers' Union No. 17 has raised wages from 96 cents an hour to \$1.06.

WORLD WAR VETERANS.

Section 306 of the War Risk Insurance Act as amended, provides: "That no compensation shall be payable for death or disability which does not occur prior to or within one year after discharge or resignation from the service, except that where after medical examination made or evidence submitted pursuant to regulations a certificate has been obtained from the director at the time of discharge or resignation from the service or prior to the expiration of one year after the passage of this amendatory Act to the effect that the injured person at the time of his discharge or resignation was suffering from injury likely to result in death or disability, such certificate, except in case of fraud, shall be incontestable evidence that the injury for which it is issued was suffered in or aggravated by service, and compensation shall be payable in accordance with the provisions of Article III of the War Risk Insurance Act, as amended, for death or disability whenever occurring proximately resulting from such injury: provided, that such certificate shall issue only where there is an official record of the injury during service or at the time of separation from active service, or where before March 1, 1924, satisfactory evidence is furnished the bureau to establish that the injury was suffered or aggravated during active service: provided, that where there is official record of injury during service, compensation shall be payable in accordance with the provisions of Article III for death or disability whenever occurring, proximately resulting from such injury."

World War Veterans desiring a certificate of injury should immediately apply to the Director, United States Veterans' Bureau, Washington, D. C., in order that such requests may come in regularly from time to time during the few remaining months rather than to have a landslide of requests come in during the last month, which would be the month of February, 1924.

Every World War Veteran who has not reinstated his lapsed War Risk Insurance should do so immediately.

Any person desiring information in connection with any application or matter relative to compensation, vocational training, medical or surgical treatment, or United States Government Insurance, should immediately see the Adjutant or Secretary of the nearest Veterans' Organization or American Red Cross Chapter, or by addressing the Chief, Local Office, United States Veterans' Bureau, 883 Market street, San Francisco, California, for the attention of the Chief, Local Co-operation Section.

WATCHES RAILROAD VALUATION.

The national conference on valuation of American railroads was formed in Chicago, following a meeting of members of Congress, governors of states and other public officials and private citizens.

The following officers were chosen: National chairman, Senator La Follette; first national vice-chairman, Congressman Huddleston of Alabama; second national vice-chairman, Senator Owen of Oklahoma; third national vice-chairman, former Congressman Keating of Colorado; secretary, Congressman Logan of South Carolina; treasurer, William H. Johnston, president International Association of Machinists, Washington.

The purpose of the new organization is to defend the people's interests at rate hearings and valuation proceedings before the Interstate Commerce Commission. It is shown that the railroads are always represented. The conference instructed its officers to invite all groups of citizens to co-operate.

The most direct road for co-operating with our fellows is to always demand the union label, card and button.

VALUES PUMPED INTO UTILITIES.

Wealth beyond computation has been handed to owners of public utilities of this country by the United States Supreme Court, which has ruled that the value of these properties must be based on today's cost of reproduction.

This means that permanent improvements made 25 years ago under a low wage scale, and when material costs were low, will now be valued at today's prices.

In a minority opinion by Justice Brandeis, concurred in by Justice Holmes, it was declared that this system of estimating costs is unstable.

"Obviously each step in the process of estimating the cost of reproduction or replacement involves forming an opinion, or exercising judgment, as distinguished from merely ascertaining facts," says the minority. "And this is true, also, of each step in the process of estimating how much less the existing plant is worth than if it were new."

It is shown that while decisions are supposed to rest upon records of financial transactions, the court, in a previous decision, stated that "every figure * * * that we have set down with delusive exactness" is "speculative."

The minority opinion is a studious exposition of the bewildering and complex situation that confronts those who would estimate costs of public utilities by present-day standards.

Justice Brandeis is even not impressed with the theory of setting values on the basis of money actually expended. Under this system, "whatever the evidence, there is no attempt to determine whether the expenditure was wise or foolish, or whether it was useful or wasteful."

"Historical cost, on the other hand, is the amount which normally should have been paid for all the property which is usefully devoted to the public service. It is, in effect, what is termed the prudent investment. In enterprises efficiently launched and developed, historical cost and original cost should practically coincide both in terms included and in amounts paid."

The majority decision ignores the amount of money originally invested. Capitalists will use this decision to put greater values on their properties, and thus justify high rates.

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THE BRUTAL STEEL TRUST.

By International Labor News Service.

Judge Gary and his gang in the steel industry have refused to do away with the twelve-hour day in steel. They refuse to make progress in either human or mechanical directions. They stand condemned before the world. They prefer to continue as merciless drivers instead of accepting the opportunity given them to be leaders.

What is worse, the American Iron and Steel Institute makes its report an excuse for attacking the present immigration law.

Judge Gary's propaganda to let down the bars to the cheapest immigrant labor of Southeastern Europe has made him a man condemned by thinking Americans as unmoved by human considerations or the common good, a man dominated primarily by the dollar sign.

Here's Example of Steel Trust Hypocrisy.

Consider the hypocrisy with which he defends himself:

"Whatever will be said against the twelve-hour day in the steel industry, investigation has convinced this committee that the same has not of itself been an injury to the employees, physically, mentally or morally. Whether or not, in the large majority of cases, twelve-hour men devote less time to their families than the employees working less hours is perhaps questionable."

This is the same plea made in the day of the saloon to the effect that the twelve-hour day was necessary in order that the workmen should not have time to get drunk. Judge Gary says that if the men worked eight instead of twelve hours they would probably not stay at home the extra four hours and, consequently, nobody would benefit from the change. It must be hell, indeed, for a self-respecting American to work for bosses like that! No wonder Gary only wants the most defenseless class of foreigners in his mills.

What is behind the last and concluding sentence of the report of Judge Gary's committee:

"If labor should become sufficient to permit it, the members of this committee would favor entirely abolishing the twelve-hour day, provided the purchasing public would be satisfied with selling prices that justified it, and provided further that the employees would consent and that industry generally, including the farmers, would approve."

Here Are Gary's Terms of Surrender.

In view of the previous reports on the steel industry by the Interchurch World Movement and by the Federated American Engineering Societies, one based upon human considerations and the other upon technical reasons, Judge Gary means that his gang will abolish the twelve-hour day on the following terms:

1. When there is such a surplus of labor that daily wages can be cut and no workman will profit by the change.
2. When the public will permit the change to excuse a boost in prices of steel products.
3. When employees will "consent" to any cut in wages accompanying the change.
4. When "industry generally, including the farmers, would approve"—a phrase indicating that, as long as Gary and the Steel Trust can, they will continue their propaganda to keep these groups from approving better conditions for labor.

In considerable contrast to Judge Gary's report is the statement of L. W. Wallace, secretary of the Federated American Engineering Societies, in an address before the National Conference of Social Work, a few days before Judge Gary read his report.

Good Management Can Turn the Trick.

Mr. Wallace said that it was not an easy matter to change from the twelve-hour to the eight-hour day. Good management was necessary. "Responsibility of management as expressed in planning, supervision and control * * * must be a higher quality than usually prevails under the twelve-hour shift operation." He concluded:

"The evidence clearly indicates when the change has been made after careful consideration, wise planning and close attention given to execution, that the results of changing from a twelve-hour to a shorter shift have been satisfactory to all concerned. The general conclusions to be drawn from this study are:

"1. The shorter shift has resulted in a satisfactory improvement of quantity and quality of production and in a reduction of absenteeism and industrial accidents, where good management prevailed and the co-operation of labor was secured.

"2. In general no economic loss inherently obtains because of such a change, provided management uses discretion, carefully plans and competently administers productive procedure, and further provided that labor sincerely and fully does its part.

"3. In general the tendency has been to increase the rate per hour under the shorter shift, so that the daily earnings of the workers are the same as they were before the change. In some instances a compromise was made whereby the workers received an increase in hourly rate sufficient to compensate them for one-half the number of hours by which the length of the shift was shortened.

"4. The evidence shows that there are no technical processes that prohibit a shorter shift and furthermore the extra time for leisure has in general been used to advantage by the workers."

The conclusion is inevitable that greed and inefficient management in the steel industry are responsible for the continuance of the twelve-hour day and for the economic wastes that tend to keep wages down.

Here's How Engineers Condemn Steel Bosses.

The famous report of the engineers that led to the appointment by Judge Gary of his star chamber committee of bosses says:

"The principal of the twelve-hour shift is a survival of the time when it was a custom to work men long hours, and when the mechanical side of the iron and steel industry was less perfectly developed, so that periods of enforced idleness of the mill and the men occurred much more frequently than at present. * * * But now practically all the heavy labor at the blast furnace is handled by machinery. * * * What reasons remain why the steel industry does not divide the 24 hours into three shifts instead of two? * * * Executives hesitate to take the step because they do not know what the result will be. * * * The American iron and steel industry is at a disadvantage because it never has had a well developed research department. * * * Most of the important technical advances of great magnitude, even though invented in America, had to be tested and exploited in foreign countries before they were generally adopted in American industry."

There is the crux of the situation. Management in part of the steel industry (Judge Gary's part) is not on its toes but prefers to stick to outworn conditions, and to outworn creeds and prejudices.

And the report of the engineers concludes significantly—"If it is not possible (to make the change) and if profits at present cannot stand the extra production cost, then the twelve-hour shift must be continued until a change occurs."

It does not say what will bring about a change. It is significant, however, that changes of this kind have in most instances been brought about by the organization of the workmen. Organized labor will have more influence in the long run than any number of tearful appeals from President Harding or from welfare workers.

WOOF! SAYS MR. REA.

The Pennsylvania Railroad is now telling the Railroad Labor Board to get off the earth and thereby driving home a lesson to workmen who put their trust in anything outside of God and their own union.

Both the Railroad Labor Board and the United States Supreme Court told the Pennsylvania that it must give the workmen fair representation in negotiations and that negotiation with a company "union" composed of a minority of employees who were puppets of the employers was unfair. Pooh! Pooh! said President Samuel Rea, we won't recognize any union but the one I organize.

There are always some so lacking in experience that they need this kind of object lesson to teach them that they can only work out their salvation through their own organization.

The Railroad Labor Board doesn't seem able to make President Rea change his tactics. Workers must rely on their own organizations.

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STRIKES AMONG THE BOLSHEVIKI.

In a recent publication of the International Labor Office a report is given on the subject of strikes in Soviet Russia. Until 1922 the principle of compulsory labor remained in force, strikes being illegal, but the new economic policy re-established relations between the workers and private employers, and, at the same time abolished the principle of compulsory labor. This led the trade unions to consider the possibility of resuming the use of the strike as a weapon against the employers. The question was settled at the session of the All-Russian Central Council of Trade Unions and certain principles there laid down were adopted by the Fifth All-Russian Trade Union Conference in September, 1922.

The returns for the first six months in 1922 are still incomplete owing to various causes. The trade unions have not yet acquired the habit of keeping exact records of strikes, and in many cases there was a tendency to omit all mention of strikes which lasted less than 24 hours. However, a record shows that 110 strikes occurred, with a total of 43,503 strikers, averaging 427 workers per strike. 95 per cent of the strikes were declared for reasons connected with wages, some because of the inadequate wages and others on account of the delay in the payment of wages.

Out of 100 strikes for which information was available 50 lasted not more than one day, 41 from one to five days, 8 from 5 to 20 days, and only one for more than 20 days. The total number of days lost, 91,794, an average of 918 days per strike and 2.1 days per striker.

Dni, a Berlin Russian daily, relates the following anecdote:

A lady asked a society curé, at a fashionable gathering in Paris: "Tell me, Father, who was it that said: 'Nations shall beat their swords into ploughshares?'"

"The Prophet Isaiah."

"How long ago?"

"About three thousand years."

"Three thousand years! And they still consider him a prophet!"

INTERNATIONAL LABOR NEWS.

Canada: Exodus to the United States—Canadian authorities report a movement of many people from the maritime provinces to the United States. Fuel shortage, high prices of coal, high wages and an increasing demand for labor in the United States are given as the principal causes of the exodus.

Germany: Breslau—Unfavorable labor conditions in the Breslau district became slightly worse during the past month, with the number seeking employment increasing by 3000.

Chemnitz Factories:—At the present time seventy-five concerns, of which two-thirds are textile plants are working on reduced hours at Chemnitz. Labor leaders maintain that operators have made the time reductions in an arbitrary way, and predict serious controversies in the near future.

Revival of Shipping:—With a relatively small amount of tonnage, German steamship companies have found it possible to renew regular service to almost every part of the world.

Stuttgart:—According to the increasing number of persons receiving community aid in Stuttgart, unemployment is steadily increasing. The menace of unemployment has been further increased by the inability of 340 factories, employing 24,000 workers, to operate on a full-time schedule.

Unemployment in Domestic Service:—While unemployment as a whole has declined during the year throughout Germany, an unusually large percentage of unemployment is found in the domestic servant class, whose situation has gone from bad to worse from the point of view of both real wages and relative demand.

India: Workmen's Compensation Act—A so-called "Workmen's Compensation Act," based on the workmen's compensation laws of England, but with appropriate changes to meet Indian conditions, has been recently passed and given the assent of the Governor General of India.

Norway: Immigrants' Remittances—Norwegian immigrants in the United States sent home, during the year 1922, moneys amounting to \$177,631, the bulk of which is regarded by the Nor-

wegian Department of Commerce as bona fide wage remittances.

Russia: Rations for Unemployed—According to the resolution of the People's Commissariat of Labor, a system of rationing for the unemployed has been devised, whereby high-class skilled workmen will receive full rations; skilled workmen and non-skilled workmen who have been employed not less than five years will receive two-thirds of a ration; while all other workmen, who have been in employ from three to five years, will receive one-half of a ration.

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Spotless Food Stores

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You can buy more groceries for a Dollar at Jenny Wren than at any store in San Francisco. We claim better quality, too, and quality is remembered long after price is forgotten.

Shop and Save at Jenny Wren

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SAVINGS

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You are welcome here

any time between
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and twelve midnight.

"Use Our Night Service"

Market, Mason & Turk Streets

What is an
AMPERE?

ELECTRICITY may be considered to flow as a current through a conductor, very much as water flows through a pipe.

Just as you do not ask how much is *in* the pipe, when measuring water, *but how much flows*; so, in measuring electricity, you are interested in the *current*, or *the quantity that flows through the wire*. This quantity is measured in AMPERES.

Watch for advertisements to follow, explaining the terms "volt" and "watt."

PACIFIC GAS AND ELECTRIC COMPANY

Every P G and E office is a depot of information and service.

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"PACIFIC SERVICE"

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Quality First

UNITED STATES
LAUNDRYTelephone
Market 1721Finest Work on Shirts
and Collars

"GOOD CLOTHES ON CREDIT"

Columbia
OUTFITTING CO.
MISSION STREET
at Twenty-second

READ 'EM AND WEEP! Will Is Right!

Mr. Will Rogers of the Follies, in an open letter addressed to the President, yesterday applied for the post of Ambassador to the Court of St. James in succession to Col. Harvey. Among the numerous qualifications for the job enumerated by Mr. Rogers there is one which, under present circumstances, should carry a powerful appeal. "I will not be a Republican," wrote the candidate for ambassadorial honors. "I will do my best to pull with you and not embarrass you."—New York Evening Post.

The Sap Is Running.

Mr. Harding's plea for party loyalty is an eloquent and convincing one. The next step in the procedure would seem to be that of finding the party to which he refers.—Philadelphia Public Ledger.

A Reasonable Supposition.

We suppose those forty high-priced lawyers whom the Department of Justice hired a year or so ago to come to Washington and help put wealthy war-profters in jail, regardless of politics, can go around the Chevy Chase golf course pretty nearly in par by this time.—Ohio State Journal.

Jump, Jump Sugar, Lump.

The Daugherty sugar injunction was evidently projected to prove an alibi for the administration in relation to high sugar prices for American consumers. Its actual effect, however, is to locate the administration more clearly than ever at the scene of the crime.—The (N. Y.) World.

EIGHT-HOUR DAY IN ARGENTINE.

By letter of December 11, 1922, the Minister of Foreign Affairs of the Argentine Republic informed the International Labor Office that the eight-hour day draft convention which was submitted to Congress by the government of the republic in September, 1920, has not yet been approved. It is stated, however, that the adoption of the convention, which was supported by the Argentine delegation to the Washington conference, would present no difficulties in the Argentine and that the government has followed its general lines in the preparation of the draft labor code submitted to Congress in June, 1921. Moreover, the bill adopted by the Chamber of Deputies on June 3, 1921, and which is at present before the Senate, reproduces in a large measure the provisions of the convention.

With regard to the application of the principles of the convention it is stated that hours of work in industry are constantly undergoing curtailment, and in the federal capital statistics demonstrate that the eight-hour day has been adopted in practice since 1920; the figures show a steady reduction from an average 8.42 hours a day in 1914 to 8 hours in 1921. In the few cases where collective agreements have been concluded the eight-hour day has been the basis of the agreement.

JUVENILE MIGRATION.

A scheme for the migration of British boys between the ages of 14 and 18 to Australia as farm workers has been inaugurated by the British Ministry of Labor, according to information received by the International Labor Office. Applicants under this scheme present themselves at an employment exchange and are interviewed by the Juvenile Employment Committee, the applicants being approved and sent on to the Australian authorities in London, with whom the final choice rests. It is intended to establish British boys mainly in Queensland and South Australia, and it is anticipated that 500 boys will be sent out every month as soon as the scheme is in definite working order. One-third of the passage money will be paid by the British and Australian author-

ities, the boys being liable to pay the remainder. The boys will receive wages at first varying from ten to twenty shillings a week. Approximately one-third of this will be given to the boys immediately and the balance will be kept by the state in the form of a fund from which payment will be made for clothing and other necessities, including any liability for passage money. After their term of apprenticeship is over, help will be provided for those who possess the qualities necessary to make them successful farmers. They may receive loans from the state up to £1000 to establish them on farms of their own. The State Commissioner of Crown Lands and Immigration will act as guardian to these boys.

UTILIZATION OF LEISURE.

The question of the utilization of leisure by workers has been included in the agenda of the Sixth International Labor Conference to be convened in Geneva, Switzerland, in June of next year.

In preparation for the discussion of this subject the International Labor Office is conducting an inquiry throughout the world and will prepare a technical report setting forth all activities for the utilization of leisure in use throughout the world, giving examples of typical institutions in the various countries.

The Washington office of the International Labor Office is conducting this inquiry in the United States and is communicating with many employers throughout the country, with welfare organizations, and all other institutions interested in the subject.

The results of this inquiry should prove very useful for the promotion of the welfare of working people. It will enable employers throughout the world to compare activities from various countries and even in the United States, where so much is provided by the employers for their workers during leisure hours, some benefit should be derived from this report.

INTERNATIONAL LABOR CONFERENCE.

At a recent session of the governing body of the International Labor Organization it was decided to convene the International Labor Conference for 1923 for one week only, at which time the subject of factory inspection will be discussed. Other subjects which had been placed on the agenda for this conference have been placed on the agenda of the sixth session of the International Labor Conference, which will be convened in June, 1924.

This had been done for two reasons: First, to provide a more acceptable date for the meetings of the annual conference, namely in the spring of the year. This will also enable the annual report of the director to cover the calendar year. Heretofore the conferences have been convened in October and the director's report has therefore been incomplete. The fact that two conferences will be held within seven months caused the governing body to decide to eliminate certain items on the agenda for this year's session, and to place them on the agenda of the next session.

This will also give an opportunity for a more thorough study of the questions placed on the agenda and allow more time for the preparation of technical reports compiled from information which is now being collected throughout the world on various subjects included in the agenda.

The governing body has also decided to place before the 1924 session of the conference the report of the Advisory Committee on Anthrax, to which the United States sent a representative when its meeting was held in December last.

The trade union movement will become invincible just as soon as we fully realize the strength we possess in our power of purchase. Demand the label.

Once there was a Good Day—a Perfectly Good Day, warm, but not too warm, bright and snappy and glorious. It took a walk to receive men's praises and bask in their gratitude, and this is what it overheard: Casper Rinehart: "Dear me; we need rain." Mary Jones: "How monotonous this weather is!" Samuel Sprague: "Getting horribly dusty." Morton Grant: "It's so windy today I can't burn my leaves." Granny Simmons: "Heigh-ho! The weather today gives me the spring fever." The Good Day went back home discouraged. "What's the use," it said, "of being a Perfectly Good Day, if this is all I get for it?" So the next day it rained.—Christian Endeavor World.

Help yourself by helping others. Demanding the union label on all goods is the way to get results.

Practice what you preach. Consistently demand the union label on every purchase.

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Mushroom Italian Gravy
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These will make a delicious Italian Dinner

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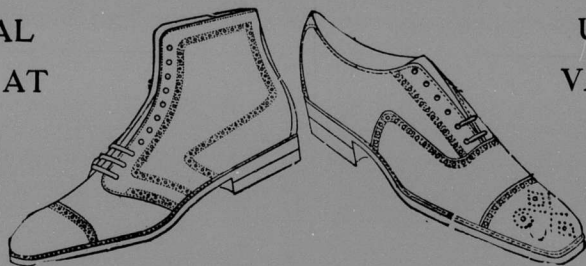
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Largest selections and greatest values in BROWN and BLACK - New shape toes - Comfortable lasts Just the styles and quality you men want.

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Brief Items of Interest

The following members of San Francisco unions died during the past week: John B. Wolters of the marine engineers, William J. Kenney of the machinists, David C. Martin of the marine engineers, Thomas Murphy of the boilermakers, James Flynn of the plumbers, Samuel M. Hughes of the printers, John S. Victor of the theatrical stage employees.

The reorganization work of the Riggers and Stevedores' Union is going on day by day with good results and it is only a question of a short time when the membership will be as large as at any time in the long history of the union. Nearly three thousand members have been added during the past few weeks and the end is not yet in sight.

The Cracker Bakers' Union is still negotiating with the employers for an increase in pay for both the bakers and packers. No definite decision has yet been reached and another conference is to be

had next week, when it is expected something of a practical nature will be agreed upon.

The Milk Wagon Drivers' Union is figuring on an increase in pay for its membership when the time for renewal of its contract arrives and preparations are under way looking to this end.

G. R. Barrett, organizer for the Sheet Metal Workers' Union, was in San Francisco the latter part of last week in the interest of his organization. He will visit several California cities before returning to his home in Tacoma, Wash.

On Sunday, June 17, the Molders' Union No. 164 will hold its fifty-first annual picnic and outing at Shellmound Park. The Molders' picnics have always been pronounced great successes and the committee in charge expects this year's picnic to be the greatest ever held. There will be races and games for young and old and valuable prizes will be given the winners. Pinto's Jazz Band will furnish the music. Four valuable stoves, \$500 in cash, and more than one hundred other valua-

ble articles will be distributed as gate prizes. Everyone attending the picnic will be given a gate check free, entitling them to a chance to win a valuable prize. Ladies and children admitted free. Gentlemen 50 cents.

Union boilermakers of Los Angeles and vicinity have won their fight for an increase in wages. Beginning June 1st journeymen will receive \$1 an hour and helpers 90 cents.

Wage increases amounting to approximately \$750,000 annually and affecting 13,000 shop craft employees have been announced by J. H. Dyer, general manager of the Southern Pacific Company. The new schedule became effective June 1. Under the revised scale of pay skilled mechanics will receive 75 cents instead of 70 cents an hour and helpers are raised 3 cents an hour.

All the unions in the metal trades industry report that substantial progress is being made in bringing the various plants under organized conditions since business in this line began to improve.

Walter Macarthur, United States Shipping Commissioner in San Francisco, and well known in labor circles in this city during the past twenty-five or thirty years, is on his way to Europe, where he will visit his old home. Macarthur will be absent for about two months. This is the first vacation he has taken in ten years.

James De Succa, oldest member of organized labor in California, has been appointed honorary chairman of the fifty-first annual picnic of the International Molders' Union, Local No. 164, to be held June 17 at Shellmound Park.

GOVERNMENT BY GUN.

How the Tory loves the constitution—when the public is listening! How dearly he reverences the principles of democracy—when there is an audience to be deluded!

But get him by himself, and flatter him into a sense of security, so that he yields to the temptation of speaking the truth, and how differently he talks then!

The Tory babbling his true thoughts soon lets you know that what he really believes in is government by the gun.

If he could safely do it he would wipe out parliamentary institutions tomorrow, and smash all the ballot boxes in the country.

The rule of the majority is an idea distasteful to him, for the Tory belongs to a class numerically few, and he is firmly convinced that it is the traditional right of the few to hold the many in subjection.

And what is there so reliable for repressive purposes as the gun?

He concedes the vote because he is compelled to do so. The pressure of the ages has forced it from him. But all the time he is longing for an excuse to abolish the franchise and, levelling a lethal weapon at your head, cry out: "Hands up!"

Let us be under no misapprehension in Australia. There are Mussolinis in our midst. This country contains men who would break the power of labor with the gun if they dared.—Australian Worker.

If you don't demand the union label it is equivalent to creating a job for a non-unionist.

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